

**REGULAR TEACHERS CONTRACT**

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract  
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **Hanover Community School Corporation** ("Corporation") and **Deborah A Snedden** ("Teacher").

**Deborah A Snedden** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 24, 2013**, and ending on **June 30, 2015**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **215.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is **8.00**. *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$71,595.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **24th** day of **July, 2013**.

Teacher

Deborah A Snedden

Attested:

Thomas L Taylor

Superintendent

School Corporation by:

Mary Jean Jackson

President

Mary Beth Kunkel

Secretary

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**REGULAR TEACHERS CONTRACT**

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **Hanover Community School Corporation** ("Corporation") and **Deborah A. Snedden** ("Teacher").

**Deborah A. Snedden** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 1, 2015**, and ending on **June 30, 2018**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **215.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is as discussed and established pursuant to Ind. Code 20-29-6-7(10). Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$71,595.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a bi-weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.

This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.


This Contract is dated this **9<sup>th</sup>** day of **December, 2014**.


Teacher:

Hanover Community School Corporation

  
Deborah A. Snedden

  
President

  
Secretary

  
Superintendent

**REGULAR TEACHERS CONTRACT**

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **Hanover Community School Corporation** ("Corporation") and **Melissa G Walley** ("Teacher").

**Melissa G Walley** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 14, 2013**, and ending on **June 30, 2015**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **215.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is **8.00**. *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$71,165.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **13th** day of **August, 2013**.

Teacher

Melissa Walley

Attested:

Thomas L Taylor

Superintendent

School Corporation by:

Mary Jean Jackson

President

Mary Beth Bunkel

Secretary

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**REGULAR TEACHERS CONTRACT**

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **Hanover Community School Corporation** ("Corporation") and **Melissa G. Walley** ("Teacher").

**Melissa G. Walley** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

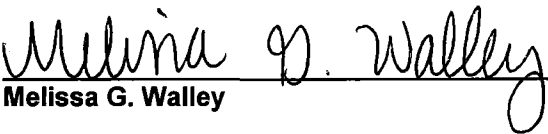
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 1, 2015**, and ending on **June 30, 2016**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **215.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is as discussed and established pursuant to Ind. Code 20-29-6-7(10). Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$71,165.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a bi-weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.

This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.


This Contract is dated this **9<sup>th</sup>** day of **December, 2014**.

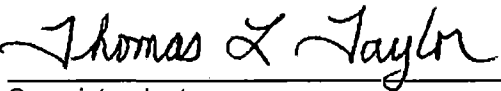
Teacher:

Hanover Community School Corporation

  
Melissa G. Walley

  
President

  
Secretary

  
Superintendent

**REGULAR TEACHERS CONTRACT**

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **Hanover Community School Corporation** ("Corporation") and **Tony J. Hiatt** ("Teacher").

**Tony J. Hiatt** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

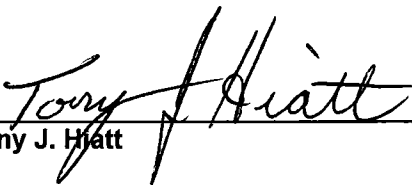
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 1, 2014**, and ending on **June 30, 2017**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **235.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is as discussed and established pursuant to Ind. Code 20-29-6-7(10). Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$80,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a bi-weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.


This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

This Contract is dated this **9<sup>th</sup>** day of **December, 2014**.


Teacher:

Hanover Community School Corporation

  
\_\_\_\_\_  
Tony J. Hiatt

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

  
\_\_\_\_\_  
Superintendent

**REGULAR TEACHERS CONTRACT**

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **Hanover Community School Corporation** ("Corporation") and **Denise L. Cordrey** ("Teacher").

**Denise L. Cordrey** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

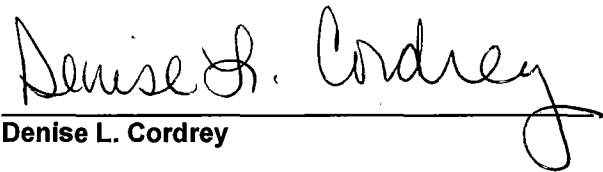
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 1, 2014**, and ending on **June 30, 2017**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **210.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is as discussed and established pursuant to Ind. Code 20-29-6-7(10). Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$62,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a bi-weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.

This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.


This Contract is dated this **12<sup>th</sup>** day of **August, 2014**.

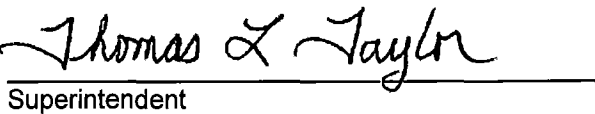
Teacher:

Hanover Community School Corporation

  
Denise L. Cordrey

  
President

  
Secretary

  
Superintendent

**REGULAR TEACHERS CONTRACT**

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **Hanover Community School Corporation** ("Corporation") and **Mary Ann Mallett** ("Teacher").

**Mary Ann Mallett** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

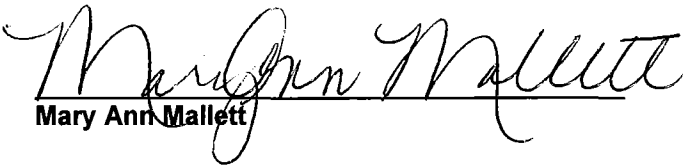
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **January 27, 2015**, and ending on **June 30, 2017**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is as discussed and established pursuant to Ind. Code 20-29-6-7(10). Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$85,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a bi-weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.

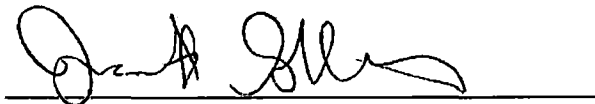
This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

This Contract is dated this **13<sup>th</sup>** day of **January, 2015**.

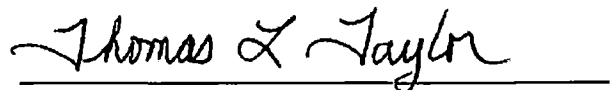
Teacher:

Hanover Community School Corporation

  
Mary Ann Mallett

  
President

  
Secretary

  
Superintendent

**REGULAR TEACHERS CONTRACT**

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract  
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **Hanover Community School Corporation** ("Corporation") and **Kevin Bachinski** ("Teacher").

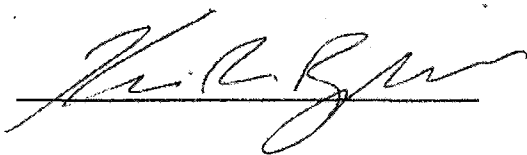
**Kevin Bachinski** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 24, 2013**, and ending on **June 30, 2015**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **240.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is **8.00**. *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$72,720.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **24th** day of **July, 2013**.

Teacher

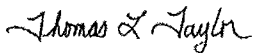


School Corporation by:



President

Attested:



Superintendent



Secretary

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**REGULAR TEACHERS CONTRACT**

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **Hanover Community School Corporation** ("Corporation") and **Kevin R. Bachinski** ("Teacher").

**Kevin R. Bachinski** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:


1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 1, 2015**, and ending on **June 30, 2017**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **240.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is as discussed and established pursuant to Ind. Code 20-29-6-7(10). Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$72,720.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a bi-weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.


This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

This Contract is dated this **9<sup>th</sup>** day of **December, 2014**.

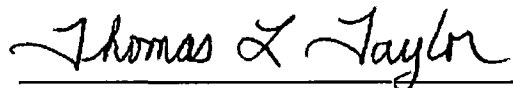
**Teacher:**

**Hanover Community School Corporation**

  
\_\_\_\_\_  
**Kevin R. Bachinski**

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

  
\_\_\_\_\_  
Superintendent

**REGULAR TEACHERS CONTRACT**

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **Hanover Community School Corporation** ("Corporation") and **Mary V. Tracy-MacAulay** ("Teacher").

**Mary V. Tracy-MacAulay** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

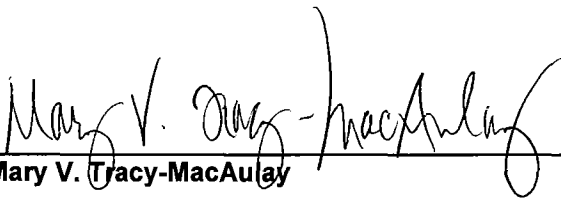
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **January 6, 2015**, and ending on **June 30, 2017**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is as discussed and established pursuant to Ind. Code 20-29-6-7(10). Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$90,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a bi-weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.

This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

This Contract is dated this **9<sup>th</sup>** day of **December, 2014**.

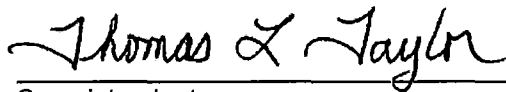
Teacher:

Hanover Community School Corporation

  
\_\_\_\_\_  
**Mary V. Tracy-MacAulay**

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

  
\_\_\_\_\_  
Superintendent

**REGULAR TEACHERS CONTRACT**

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **Hanover Community School Corporation** ("Corporation") and **Thomas Taylor** ("Teacher").

**Thomas Taylor** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2013**, and ending on **June 30, 2016**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is **8.00**. *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$114,000.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **bi-weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **4th** day of **June, 2013**.

Teacher

School Corporation by:

\_\_\_\_\_

\_\_\_\_\_

President

Attested:

\_\_\_\_\_

Superintendent

\_\_\_\_\_

Secretary

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**ADDENDUM TO THE REGULAR TEACHER CONTRACT BETWEEN  
THOMAS L. TAYLOR  
AND THE  
HANOVER COMMUNITY SCHOOL CORPORATION  
BOARD OF SCHOOL TRUSTEES**

WHEREAS, the Hanover Community School Corporation wishes to employ Thomas L. Taylor, as Superintendent of the Hanover Community School Corporation; and

WHEREAS, Thomas L. Taylor, wishes to accept employment as Superintendent of the Hanover Community School Corporation; and

WHEREAS, applicable Indiana statutes require that the Superintendent's contract be on the Regular Teacher's Contract form approved by the State Board of Education and permit the parties to such a contract to supplement the Regular Teacher's Contract between the parties with addenda; and

WHEREAS, Taylor and the Board of School Trustees desire to supplement the regular teacher's contract between them with this Addendum and a **second** addendum titled "Insurance Benefit Package Form, Administrative Contract Addendum";

NOW THEREFORE, in consideration of the mutual promises contained herein, and in the regular teacher's contract and a second addendum titled "Insurance Benefit Package Form, Administrative Contract Addendum, the parties agree as follows:

1. **Term of Employment & Compensation.** The Hanover Community School Corporation acting by and through its Board of School Trustees ("Board"),

hereby employs Thomas L. Taylor ("Superintendent") and Thomas L. Taylor accepts and agrees to be employed by the Board as Superintendent of the Hanover Community School Corporation ("School Corporation") for a period beginning on July 1, 2013 and ending on June 30, 2016.

Thereafter, this Contract will be extended for one school year (July 1 to June 30) on July 1 of each school year unless one party gives the other written notice of its refusal to agree to an extension of the term of this Contract by operation of this provision on or before the preceding January 1.

**Basic Salary & Benefits.** For each period from July 1 to the following June 30 (hereafter in this Contract referred to as a "school year"), the Superintendent shall be paid a basic salary One Hundred Fourteen Thousand Dollars (\$114,000.00).

In addition to his basic salary the Superintendent shall receive the benefits established for administrative employees of the Board in its Administrative Benefits document adopted by the Board effective May 11, 2011, and those benefits made available pursuant to the Superintendent's elections on the "Insurance Benefit Package Form Administrative Contract Addendum".

2. **Duties of the Superintendent.** The Superintendent agrees that at all times during his employment pursuant to this Contract and its successor agreements between the parties, that he will maintain a valid and appropriate certificate or license to serve as Superintendent of the Hanover Community School

Corporation as required by Indiana law and regulations. The Superintendent further agrees that he will perform all duties of the position of Superintendent as required by the statutes of the State of Indiana, and the Division of Professional Standards of the Indiana Department of Education, and such other duties as may be prescribed herein or as described in the job description for the position of Superintendent as adopted by the Board and amended from time to time by agreement of the parties.

3. **Board-Superintendent Relations.** It is contemplated that both parties to this Contract will conduct themselves in accordance with the statutory obligations of each party and the applicable regulations adopted by the State Board of Education in addition to those obligations set forth in the governing documents of the School Corporation as now existing or as may be amended by agreement of the parties from time to time.

It is the intention of each party to fully support the other in the performance of their duties prescribed by this Contract.

It shall be the duty of the Superintendent to inform the Board of any changes in Board policy necessary to enable the Superintendent to accomplish his duties. The Superintendent shall prepare any proposed policies or changes in existing policies he determines to be necessary and submit his proposals to the Board.

The Superintendent shall inform the Board as soon as practicable of any need to take action where the Board has provided no guidelines for management action.

4. **Outside Professional Activities.** The Superintendent may undertake, outside professional activities so long as these activities do not conflict with or compromise her performance of his duties as Superintendent. Outside professional duties may include but not be limited to, consultations, speaking engagements, writing, teaching, lecturing, or other professional duties. Any payment for outside professional activities of the Superintendent shall be the property of the Superintendent as long as they are not prepared using Board facilities or equipment.

5. **Evaluation of the Superintendent, and Review of Salary and Benefits.** The Board shall evaluate the performance of the Superintendent based upon his performance of the duties established pursuant to Paragraph two (2) of this Contract prior to July 1, 2014 and in July of each successive school year that this Contract is in effect. Changes to the existing standards of evaluation of the Superintendent by the Board shall be by mutual agreement.

The primary purpose of the evaluation of the Superintendent by the Board shall be to identify and bring about improvements, if needed, in the performance of the duties of the Board and Superintendent established by this Contract, and to

promote the maximum effective management and administrative leadership of the School Corporation.

At the time of the Board's evaluation of the Superintendent pursuant to this paragraph, the Board shall consider increases in the Superintendent's compensation, including both wages and fringe benefits. The Superintendent's fringe benefits shall not be less than then those contained in the Administrative Benefits document adopted by the Board effective May 11, 2011, and those benefits made available to the Superintendent pursuant to "Insurance Benefit Package Form Administrative Contract Addendum" incorporated into this Contract.

6. **Expenses.** All reasonable expenses of the Superintendent incurred in the performance of his professional duties, including attending local, regional, state and national meetings, shall be paid by the Board in accord with its policies in effect at the time the expense is incurred.

The Superintendent agrees to give the Board reasonable advance notice of his proposed absence from the School Corporation for attendance at local, regional, state and national meetings and a reasonable estimate of the likely expense.

7. **Termination By Mutual Agreement.** At any time the parties to this Contract may, by mutual agreement, terminate this Contrast. The basic consideration of the parties in terminating this Contract shall be the welfare of the community served by this School Corporation.



8. **Resignation.** The Superintendent agrees to comply with all applicable Indiana statutes or regulations regarding providing the Board with notice of any intention to resign and shall give the Board sixty (60) days' notice of any intention to resign his position and terminate this Agreement. This notice shall be given, in accord with paragraph seventeen (17) of this Contract.

9. **Termination, Disability, & Dismissal of the Superintendent for Cause.** The Board shall have the right to terminate this Contract for cause as provided by the portions of Ind. Code 20-28-7.5 established cause for the dismissal of a teacher. The following are examples of the basis upon which the Board may terminate this Contract:

- (1) Failure of the Superintendent to maintain the necessary license or credentials required by Indiana law to serve as Superintendent of the School Corporation.
- (2) Conviction of a crime involving the misappropriation or misuse of School Corporation funds, equipment, or personnel.
- (3) Conviction of a felony as that term is defined under applicable Indiana law; including but not limited to convictions of those crimes listed in Ind. Code 20-28-5-8(c).
- (4) Disability as defined in this Contract.
- (5) Retirement as defined in this Contract.

The aforementioned list shall serve as an example only, and the Board reserves any right it may have under applicable Indiana statutes which allow for termination of the Superintendent's contract.

**Disability.** The employment of the Superintendent may be terminated if the Superintendent becomes totally and permanently disabled. The words “*totally and permanently disabled*” shall mean that the Superintendent has been determined to be totally and permanently disabled under any applicable disability insurance policy or disability benefits provided to the Superintendent by the terms and conditions of this Contract. The employment shall terminate as of the date of the Superintendent becomes entitled, to receive total permanent disability benefits under any applicable disability insurance policy or disability benefit program provided to the Superintendent by this Contract.

**Retirement.** This Agreement terminates upon receipt of proper notification from the Superintendent of his election to retire. The date of termination becoming effective as per the applicable Board policies and provision of this Contract regarding retirement.

**Notice & Hearing.** The Board shall give the Superintendent written notice of its decision to begin the statutory process of considering the termination of this Contract by personal service or service by certified mail with return receipt requested, c/o his last known address.

The Superintendent may request a hearing before the Board and the Board shall hold such a hearing before any termination of this Contract under this Contract provision becomes effective. A request from the Superintendent for a hearing before the Board on the proposed termination of this contract must be

served by personal service or by certified mail with return receipt requested on the President of the Board within ten (10) days of the Superintendent's receipt of notice of proposed termination from the Board.

**Duties Upon Termination.** Regardless of the reason for termination, the Superintendent shall have no further duties to the Board or School Corporation after the termination. The Superintendent shall remove himself and his personal effects from the School Corporation offices and shall receive no compensation after the effective date of the termination. The Superintendent shall refrain from removing the School Corporation offices, any School Corporation records, any case files, student files, file folders, or parts of student files. The Superintendent shall surrender any items of School Corporation property in his possession, including but not limited to any keys to automobiles, keys to School Corporation facilities, credit cards, or any other Corporation property in his possession. It is agreed that there is no adequate remedy at law to enforce these provisions regarding the return of School Corporation property, equipment and records and therefore, the Board shall be entitled to a temporary restraining order, a preliminary injunction and a permanent injunction to enforce these provisions of this Contract, in the event that the former Superintendent fails or refuses to abide by these provisions.

10. **Retirement.** The Board agrees to pay into the Indiana State Teacher's Retirement Fund, the employer and employee contribution required by Indiana law and Board policies.

In each school year (July 1 through the following June 30), in addition to any benefit provided to the Superintendent pursuant to his election on the addendum titled "Insurance Benefit Package Form, Administrative Contract Addendum", the Board agrees to pay into an annuity for the Superintendent, a sum equivalent to three percent (3%) of the Superintendent's basic salary. The Superintendent shall have all other rights and benefits applicable to a certificated retiree from the Hanover Community School Corporation. The same policies applicable to other administrators of the School Corporation in regard to retirement including early retirement, shall apply to the Superintendent.

11. **Insurance & Fringe Benefits.** The Board agrees to provide insurance and other fringe benefits to the Superintendent pursuant to the Administrative Benefit Schedule adopted by the Board and a second addendum to this Contract titled "Insurance Benefit Package Form, Administrative Contract Addendum". These benefits shall include health insurance – 100% paid by the Board, accidental death and dismemberment, and long term disability insurance on the same basis as it provides this benefit to other administrators in its employ.

The Board further agrees to provide term life insurance equivalent to two times the Superintendent's basic salary in effect at the with the insurer who provides life insurance to the Board's administrators.

12. **Vacation Leave, Personal Business Leave, and Sick Leave.** The Board agrees to provide the Superintendent with paid vacation leave, paid personal business leave, and paid sick leave at a minimum of not less than those provided to other administrators employed by the Board.

The Superintendent shall be entitled to twenty (20) days of paid vacation leave each school year (July 1 to June 30).

The Superintendent shall be entitled to three (3) paid personal business leave days per school, year. Any unused personal business leave days revert to the Superintendent's accumulate sick leave days at the end of each school year.

The Board agrees to accept and credit the Superintendent with 251 accumulated paid sick leave days from the Superintendent's previous employment.

13. **Re-assignment.** The Superintendent shall not be subject to re-assignment to other duties or be assigned additional duties except by agreement of the parties.

14. **Annual Physical Examination.** The Board agrees to pay, or reimburse to the Superintendent for the cost of an annual physical examination not otherwise covered by the health insurance provided by the Board. The

conclusions of the physician performing any physical examination as to his fitness to serve as Superintendent shall be placed in the Superintendent's medical personnel file and made available to the Board.

15. **Liability Insurance.** The Board agrees to maintain in force and effect, a policy of liability insurance to protect the Board and the Superintendent from claims, demands, actions, suits, judgments, expenses, costs and attorney fees, which arise from the, Superintendent's performance of services for the School Corporation and in the scope of the Superintendent's employment with the School Corporation.

16. **Indemnity.** The Board will indemnify the Superintendent and hold him harmless from any claims, demands, actions; suits, judgments, expenses, costs and attorney fees, which arise from the Superintendent's performance of services for the School Corporation or in the course and scope of the Superintendent's employment by the Board. The indemnity duty of the Board to the Superintendent applies to any actual or alleged act or omission of the Superintendent, except for the following:

- (1) Where the School Corporation has determined the Superintendent should be terminated under the applicable provision of this Contract; or
- (2) Where there has been a final adjudication that the Superintendent is guilty of theft of School Corporation funds or property or was found guilty of other criminal, fraudulent or dishonest acts arising from the same factual basis as the acts for which indemnification is sought; or

- (3) To the extent that the Board's liability insurance carrier(s) has indemnified the Superintendent; or
- (4) To a claim or suit by the Board against the Superintendent; or
- (5) Where the claim or suit results in a finding that the Superintendent acted ultra vires.

17. **Notices.** Any notice required or permitted to be given to the Superintendent under the terms of this Contract will be sufficient if given in writing and delivered by personal service or by certified mail, return receipt requested, at the last known residence of the Superintendent or former Superintendent.

Notice may be given to the Board by written notice, addressed to the President of the Board of School Trustees of the Hanover Community School Corporation, and to the Attorney for the Hanover Community School Corporation, in two separate envelopes, by personal service or by certified mail, return receipt requested, addressed to:

President, Hanover Community School Corporation  
Board of Trustees  
c/o Hanover Community School Corporation  
9520 West 133rd Ave.  
Post Office Box 645  
Cedar Lake, IN 46303

And,

Attorney for the Board of School Trustees  
Hanover Community School Corp.  
9520 West 133rd Ave.  
Post Office Box 645  
Cedar Lake, IN 46303

**Entire Agreement.** The Regular Teacher's Contract, along with this Addendum and the "Insurance Benefit Package Form Administrative Contract Addendum" incorporated into this Contract taken together shall constitute the entire agreement between the parties on the subject of the Superintendent's employment by the Board. There are no other oral or written agreements between the parties. No change or modification to this Contract shall be valid unless the same is in writing and is signed by the Superintendent and by the President and Secretary of the Board. No waiver of any provision of this Contract is valid unless it is stated in writing and signed by the party to be charged, as specified above.

18. **Severability and Execution in Counterparts.** If any portion or portions of this Contract shall be, for any reason, invalid or unenforceable, the remaining portions shall nevertheless be valid and enforceable and carried into effect, unless to do so would clearly violate the present legal and valid intention of the parties. This Contract shall be subject to and governed by the laws of the State of Indiana and any claims that must be litigated under this Contract shall be litigated in the venue of Lake County, Indiana.

Execution of separate but identical copies of this Contract by the Board and Superintendent shall be sufficient to establish a binding contract between the parties and shall bind the parties as if they had executed a single copy of this Contract.

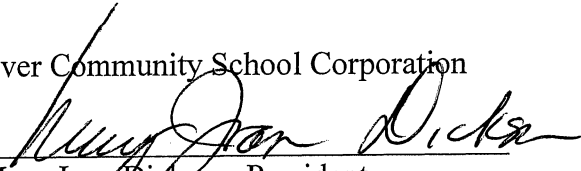


IN WITNESS WHEREOF, the President and Secretary as the duly authorized officers of the Board, and the Superintendent have executed this Contract on the day and year written below.

Date: 6-4-2013

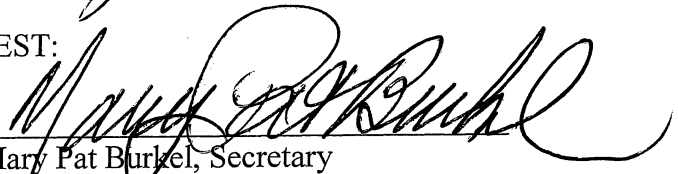
Hanover Community School Corporation

By

  
Mary Joan Dickson, President

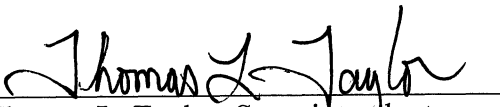
ATTEST:

By

  
Mary Pat Burkel, Secretary

Date: 6/4/2013

By

  
Thomas L. Taylor, Superintendent